



Indigo Food Group Limited - Slavery and Human Trafficking Statement 2025

Introduction

Indigo Food Group is committed to ensuring that there is no modern slavery or human trafficking within our corporate activities or within our supply chains. All potential modern slavery risks related to our business have been evaluated and steps put in place to enforce an effective transparent system.

Organisational structure and Supply Chains

Indigo Food Group Limited is the holding company of BM Foods Limited, Winning Blend Limited T/A The Welsh Pantry and Edmond Foods Limited. Whilst there are other companies within the group these currently do not have any employees or supply goods.

BM Foods Limited was established in 2002 and remains 100% privately owned. The business specialises in processing, marinading, and packing of ready to eat chicken and cooked meats. It has two sites based in Avonmouth, Bristol.

The business currently operates over twenty-four hours a day five days a week, dispatching goods to customers throughout the UK with our own transport fleet seven days a week. The number of staff currently employed in the business is approximately 225. The use of temporary agency workers is approximately 1400 hours per week.

Winning Blend Limited was established in 1988 and was purchased by the Indigo Food Group in 2010. The business has a strong heritage in manufacturing high quality Pies, Savoury Pastries (Sausage Rolls, Pasties, Slices), Ready Meals and Quiche.

The business currently operates from a 100,000 sq. ft. unit in Llantrisant, R.C.T and currently employs approximately 200 people. The use of temporary agency workers is approximately 500 hours per week.

Edmond Foods Limited was established in 1990 and was purchased by the Indigo Food Group in 2022. The business is the UK's leading manufacturer of Quiche, Frittatas, Tartlets and Open Top Pies.

The business currently operates from a 56,000 square feet manufacturing facility in Telford and currently employs approximately 120 people. The use of temporary agency workers is approximately 2750 hours per week.

Our supply chains are predominantly based in Europe, we require all our suppliers and partners to comply in full with the Modern Slavery Act 2015 and meet our values.

At the end of the last financial year (31/01/2025) IFG had approximately 550 suppliers who we purchased products from. Incoming products range from meats to packaging. Purchases are made from within and outside of the UK.

Further to the above we use several agencies for temporary workers. Our aim since 2018 is to ensure we have copies of their slavery and human trafficking statements. Further to this we carry out audits and spot checks on all labour providers to ensure compliance.

Policies, Standards and Practices

We are a member of Supplier Ethical Data Exchange (SEDEX) and business partners with Stronger Together. We operate the following policies that detail our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Training and Communication

The HR team attend regular 'Stronger Together' workshops in tackling modern slavery in supply chains.

Managers are made aware of the requirements of the Modern Slavery Act 2015 through the site induction.

Awareness Programme

All employees are made aware of the basic principles of the Modern Slavery Act 2015, we do this by displaying posters around the site. Key areas include:

- Understanding human trafficking and labour exploitation
- How employers can identify and prevent slavery and human trafficking
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and what external help is available

Equal opportunities Policy

- Our policy sets out guidance on how to treat all employees fairly and equally, regardless of their sex, trans-gender status, sexual orientation, religion or belief, marital status, civil partnership status, age or perceived age, race, colour, nationality, national origins, ethnic origins, disabilities or memberships of third-party organisations i.e., trade unions.
- We are committed to developing and adopting a positive and proactive approach in tackling the hidden exploitation of Migrant Workers. This policy applies to all Indigo Food Group sites and all staff involved in the Recruitment, Managing and Supply of Contractors on a day-to-day basis.
- We have designated appropriate members of staff which have attended the Identifying Hidden Labour Exploitation training, and have the responsibility for developing company procedures around this subject

Recruitment Policy

Our recruitment processes include a facility to identify if applicants are being exploited by asking and recording

- How the worker found out about the work
- Whether the worker has paid anyone, or will have to pay anyone to obtain the work in question
- Whether the worker has paid anyone to get into the UK if newly arrived

We also ensure that testing used during the recruitment process is conducted in a controlled environment with a format that is regularly changed to prevent coaching of individuals.

Our temporary staff suppliers are audited to ensure that relevant document checks and induction paperwork have been correctly completed for each worker and that the Agency Workers Directive 2012 is being complied with. As part of ongoing commitment, we will soon be completing face to face interviews and Stronger Together questionnaires with individual workers.

It is a mandatory requirement that our labour providers are a Stronger Together business partner, hold a GLA licence and display a modern slavery statement on their websites. No employee will engage in the use of a third-party labour supplier, including overseas labour providers, until the company has been approved by the relevant HR lead for the site and the engagement has been endorsed by the Group HR Director.

We adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gang masters Licensing Authority and the Police. Any reports will be made to the respective authorities via the HR site lead.

Supplier / Procurement Code of Conduct

We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. We work with suppliers to ensure that they meet the standards of the code. We encourage all suppliers to comply with the modern slavery act.

Company Grievance policy

Allows employees to report incidents of perceived unfair treatment.

Company Whistleblowing policy

Allows all employees to raise concerns about internal issues without fear of reprisals.

Anti-slavery Policy

Sets out our stance on modern slavery and human trafficking, it explains how employees can identify any instances of this and where they can go for help.

Due Diligence

Indigo Food Group recognises that the principal exposure to Modern Slavery is within the supply chain, we undertake due diligence when considering new suppliers and review our existing suppliers.

Reviews include:

Assessing and reviewing the supply chain to consider their product and or geographical risks of modern slavery and human trafficking.

Evaluating the modern slavery and human trafficking risks of each new supplier.

Conducting supplier audits or assessments through questionnaires, which will incorporate compliance with the Modern Slavery Act 2015.

We conduct risk assessments and continuously monitor supplier ethical conduct.

We have been building SEDEX membership progressively across our supply base, all our supply chain is encouraged to demonstrate good ethical practise either by having SEDEX membership or suitable ethical policies.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes Indigo Food Groups Slavery and Human Trafficking Statement for the foreseeable future.

Endorsement and Approval of this Statement

This statement has been approved by the Group Directors who are committed to communicating openly and transparently with all stakeholders that the Indigo Food Group does not tolerate slavery, forced or trafficked labour to ensure that our zero-tolerance approach is shared by everyone we work with.

Mark Woodington

Group Director



Peter Hobbs

Group Director



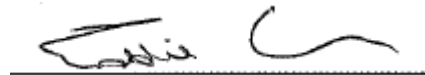
Sarah Dean

Group HR Director



Eddie Condon

Group Procurement Director



A copy of this statement to be published on all company websites and to be issued to all suppliers used by the business.